

State Training Center

Department of Personnel Administration
Training Division
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www.dpa.ca.gov



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LEADERSHIP

Management Certificate Program



State Training Center
State of California
Department of Personnel Administration

State Training Center *Management Certificate Program*

Designed for mid-level managers and experienced supervisors. Completion of the mandatory supervisory training and a minimum of two years supervisory experience are recommended.

The Public Manager in the 21st Century

Managers in the public sector confront challenges that differ from those faced by their counterparts in the private sector. Public sector managers must consider issues from the perspectives of multiple stakeholders, synthesize data from many sources to make politically sensitive decisions, and uphold the public trust. This series of courses will help managers develop the conceptual models and leadership competencies to turn future challenges into opportunities. The goal of the program is to create change agents who can take a broad perspective and craft innovative solutions using the ideas, techniques, and tools learned here.

Managers will learn to:

- Define the leadership skills and roles of a proactive manager
- Understand how to create and maintain a strong organizational culture
- Develop personal leadership strategies
- Motivate and empower others to accomplish organizational goals
- Manage service excellence within your work environment
- Differentiate between strategic management and strategic planning
- Understand the strategic management model and apply elements of model
- Develop and communicate effective performance expectations
- Take performance management beyond a one-time event to an ongoing interactive process
- Integrate different work styles to build and maintain respect in the workplace
- Understand the leadership skills necessary for effective change management
- Develop a proactive plan and a vision for change management
- ...and much more.

Benefits

This program provides participants with an opportunity to:

- Expand the scope of your management skills and successfully manage change
- Apply new skills to face real-life challenges
- Network with other State government leaders to resolve issues
- Earn Continuing Education Units (CEU's) from California State University, Sacramento (CSUS)

Schedule

Track A

January 27-28, 2005
February 24-25, 2005
March 10-11, 2005
April 21-22, 2005
May 13, 2005

Enrollment Information

Send Registration (STD 697) to:
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Course Fee: \$950 per track
Make checks payable to the State Training Center. Participants who attend all nine sessions will receive a management certificate and 6.3 CEUs from California State University, Sacramento.

"The cost-effective choice for public agencies"